



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
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OPNAVINST 1410.1C
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OPNAV INSTRUCTION 1410.1C

From: Chief of Naval Operations

Subj: SEABEE COMBAT WARFARE QUALIFICATION

Ref: (a) NAVEDTRA 43904-A, Common Core SCW PQS
(b) NAVEDTRA 43904-1A, NMCB Unit Specific SCW PQS
(c) NAVEDTRA 43904-2A, PHIBCB Unit Specific SCW PQS
(d) NAVEDTRA 43904-3A, UCT Unit Specific SCW PQS
(e) NAVEDTRA 43904-4, NCFSU Unit Specific SCW PQS
(f) NAVEDTRA 43904-5, CBMU Unit Specific SCW PQS
(g) NAVEDTRA 43102-A, NCF Officer SCW PQS
(h) NAVMILPERSMAN, Article 1070-020

1. Purpose. To issue revised requirements for qualifications and designation of all personnel in Seabee Combat Warfare (SCW) for the Seabee Community.

2. Cancellation. OPNAVINST 1410.1B.

3. Discussion. Formal SCW designation signifies that an officer or enlisted member has acquired a level of proficiency in specific combat construction skills, knowledge, and experience. The SCW designation signifies that the wearer is combat competent in their rating, as well as in the areas of communications, supply and logistics, hazardous material handling, general safety, basic first aid, general military tactics, contingency operations, chemical, biological and radiological warfare (CBR), embarkation, Civil Engineer Support Equipment (CESE), Ship's Maintenance and Material Management (3-M) System and individual weapons systems. The candidate must demonstrate knowledge and ability in planning and executing a contingency scenario, selecting and deploying the unit's table of allowance (TOA) for contingency construction, and weaponry for defensive operations. SCW qualification may only be obtained through the formal program prescribed by this instruction.

4. Eligibility

a. SCW qualification may only be attained while permanently assigned to a billet within the following qualifying units throughout the qualification process:

- (1) Naval Mobile Construction Battalion (NMCB).
- (2) Amphibious Construction Battalion (PHIBCB).
- (3) Construction Battalion Maintenance Unit (CBMU).
- (4) Underwater Construction Team (UCT).
- (5) Naval Construction Force Support Unit (NCFSU).

b. SCW designation is limited to the following:

- (1) United States Navy officers and enlisted personnel.
- (2) United States Navy Selected Reserve officers and enlisted personnel.
- (3) Officers and enlisted personnel of other armed forces who are assigned to qualifying units are eligible to earn the SCW designation, but they must comply with the regulations of their own service to determine eligibility to wear the insignia or use the designation.

5. Requirements. The intent of this instruction is to ensure that all personnel seeking SCW qualification meet the same high standard of performance. Candidates pursuing qualification as SCW must:

- a. Comply with the eligibility criteria in paragraph 4.
- b. Complete the program in the specified period. Whether assigned to one or more than one qualifying unit, active duty personnel have a maximum of 24 months, and Selected Reserve personnel have 36 months from their enrollment date to complete the program. This time limit may be adjusted to compensate for time lost through official Temporary Assigned Duty (TAD) or Temporary Duty (TDY) assignments (i.e., temporary assignment to other units in the event of contingencies) at the discretion of the Commanding Officer (for officer candidates) or the Command Master Chief (for enlisted candidates).

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c. Be recommended for admission into the SCW program by the immediate chain of command and the Officer/Enlisted SCW Coordinator, with approval of the Commanding Officer.

d. Demonstrate effective leadership and directing ability, and receive at least one observed fitness report or evaluation from the current qualifying command with a minimum promotion recommendation of "Promotable" during the most recent reporting period.

e. Maintain physical readiness standards by successfully completing the U.S. Navy Physical Fitness Assessment (PFA).

f. Complete a qualifying field training exercise. Examples of these are: a standard regimental exercise for NMCB, NCFSU, and CBMU personnel; a deployed exercise or contingency as determined by the Commanding Officer; and an appropriate unit field training exercise, as determined by the Commanding Officer, for PHIBCB and UCT personnel.

g. Qualify with the TOA weapon normally assigned for the candidate's position.

h. Successfully complete the following courses:

(1) Naval Construction Force (NCF)/Seabee Petty Officer 1 & C (NAVEDTRA 12543)

(2) Seabee Combat Handbook Volumes 1 and 2 (NAVEDTRA 12003/12004)

(3) Naval Safety Supervisor (NAVEDTRA 12971)

(4) Ship's Maintenance and Material Management System per common core PQS.

i. Successfully complete common core and designated unit-specific Personnel Qualification Standard (PQS) packages listed as references (a) through (f). Officers will also complete the NCF Officer SCW PQS package (reference (g)).

j. Successfully complete a 100-question written final examination with a minimum score of 70 percent. If a member fails the written test, a re-test will be administered with the date at the discretion of the Commanding Officer (for officer candidates) or the Command Master Chief (for enlisted

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candidates). The Command Master Chief will maintain the question/answer master copy.

k. Successfully complete a comprehensive oral examination and hands-on demonstration of combat skills knowledge administered by a SCW Qualifications Board not to exceed 2 hours, not including the candidate's preparation time. The oral examination should be tailored to the candidate's position within the unit. If a member fails the oral review board, another board will be administered with the date at the discretion of the Commanding Officer (for officer candidates) or the Command Master Chief (for enlisted candidates).

6. Program Management. The Commanding Officer and Command Master Chief shall ensure that standards and procedures required to initially qualify as SCW are meticulously maintained.

a. Only the Commanding Officer of a qualifying unit may approve a candidate's SCW final qualification within their command based on satisfactory completion of the requirements in this instruction. Additionally, the Commanding Officer shall ensure that all SCW qualifiers are properly selected, trained, qualified and/or re-qualified per this instruction and so designated in writing.

b. The SCW-qualified Command Master Chief is the designated NCF unit's Enlisted SCW Coordinator. The senior-most SCW-qualified officer, as designated by the Commanding Officer, is the NCF unit's Officer SCW Coordinator.

c. The Command Master Chief shall ensure the spirit and the intent of this instruction are followed by members in the command through direct involvement in the SCW qualification process, monitoring of candidates' progress, and monitoring SCW qualified personnel within the command.

d. A command Qualifications Review Board (QRB) will be established and will ensure that consistent, comprehensive oral examinations of combat skills are administered unit-wide.

(1) The Command Master Chief will be responsible for operation of the command's QRB, will appoint all QRB members, and will maintain a list of personnel authorized to serve on the QRB. Each qualifying command shall have at least two officer members and five enlisted members on its QRB.

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(2) At least one QRB member will serve as a board member at each of the command's SCW Qualification Boards.

(3) The QRB will meet periodically at the discretion of the Command Master Chief to ensure all QRB members understand the latest developments in Seabee Combat Warfare and to ensure the command's intent is met with respect to conduct of qualification boards.

(4) Officers and senior enlisted SCW-qualified personnel are encouraged to become members of the command QRB.

(5) Under no circumstances will an individual not SCW-qualified, or in the act of re-qualifying, act as a member of the command QRB.

e. A command's SCW Qualification Boards form the capstone of the SCW qualification process and are the forum for conducting oral boards that ensure candidates meet the high standards for qualifying as SCW.

(1) The command's SCW Qualification Boards shall consist of a minimum of three members who are SCW-qualified and who are all senior to the candidate. The chairperson will normally be a Chief Petty Officer. All Board members will be appointed by the Command Master Chief. The Command Master Chief will maintain a list of personnel authorized to serve on SCW Qualification Boards. Because of the limited number of senior personnel in a unit, for qualification or requalification boards for Senior Chiefs, Master Chiefs, and officers, only the chairperson must out-rank the candidate.

(2) Officers and enlisted SCW-qualified personnel are encouraged to become members of the command SCW Qualification Board.

(3) Under no circumstances will an individual who is not SCW-qualified, or in the process of re-qualifying, act as a member of a SCW Qualification Board.

(4) The SCW Qualification Board will make a recommendation of qualification to the Commanding Officer, who will review the results and recommendations of the Board and make the final determination for qualification.

7. Qualification

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a. When officers or enlisted members report to a new qualifying unit, they must qualify in that unit's primary warfare mission regardless of previous warfare qualifications obtained.

b. SCW qualification is mandatory prior to advancement to E-6 and higher, and is optional but highly encouraged for all E-5 and below.

c. Commencement of the qualification process will be documented in the candidate's service record with a Page 13 entry.

d. Once all requirements set forth in this instruction are met, qualification shall be documented and recognized as follows:

(1) When enlisted members achieve final approval for SCW designation, the following entry will be made on NAVPERS 1070/613 of their service record: "(Date): Qualified Seabee Combat Warfare (SCW) (unit type) this date and assigned the Seabee Combat Warfare (SCW) designator."

(2) When an officer has achieved final approval for SCW designation, the command shall forward notification of SCW qualification to Navy Personnel Command (PERS-4413). The Navy Personnel Command will assign the Additional Qualification Designator (AQD) 960 to the qualified officer.

(3) Appropriate entries for completion of PQS will be made on service record Page 4(s).

(4) The cognizant personnel office for the qualifying command will submit the appropriate Diary Message Reporting System (DMRS) entry at the time of qualification.

8. Designation and Authority to Wear the Insignia. The Commanding Officer of the qualifying unit will present the SCW insignia and Seabee Combat Warfare Certificate (NAVFAC 1410/2) to the member upon qualification. Attainment of SCW should be recognized at an appropriate ceremony and relevant comments should be incorporated in an individual's next fitness report or performance evaluation.

9. Insignia. The SCW insignia will be gold for officers and silver for enlisted personnel. Qualified enlisted personnel who subsequently accept appointment as commissioned officers will

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continue to wear the silver enlisted SCW insignia, per U.S. Navy uniform regulations, until they qualify under the officer program at a qualifying unit.

10. Qualification Continuance

a. SCW candidates should achieve SCW qualification prior to permanent change of station (PCS). If SCW qualification is not attained prior to PCS transfer, the Officer or Enlisted SCW Coordinator (as appropriate) shall place a "Memorandum for the Record" in the member's service record field jacket or other appropriate locally maintained file certifying those PQS sections completed, and a brief statement of reasons for the member's failure to qualify. The Command Master Chief will maintain a copy of the "Memorandum for the Record" for 24 months from the date of transfer.

b. If qualification has not been achieved upon transfer to another SCW qualifying command, the new command shall recognize PQS attainment to date, but may require a re-demonstration of knowledge in any area deemed appropriate.

c. If the candidate has not qualified as SCW within the designated timeframe following enrollment, the candidate shall be disenrolled from the SCW program. Once disenrolled, the candidate must re-enroll for the SCW designation and re-accomplish all provisions of this instruction excluding paragraph 5.h. Appropriate administrative remarks will be included in service records.

d. Once qualified, officers and enlisted members returning to a qualifying unit must re-qualify on the SCW unit-specific PQS portions of the program. All active personnel have 12 months to re-qualify in a new unit, and Selected Reserve personnel will have 24 months, commencing on the date the member is received for duty. Commencement and completion of the re-qualification process will be documented by service record Page 13 entry.

(1) Transfer between same type units. Units of the same type are defined as any units that have the same title with the exception of unit number (e.g., NMCB-7 and NMCB-74).

(a) When an individual transfers directly between units of the same type (cross deck), or has been away from a unit of the same type for less than 12 months, no re-qualification is required.

(b) When an individual transfers to another unit of the same type after a 12-months or greater absence, re-qualification will include:

1. Successful completion a 100-question written examination with a minimum score of 70 percent.

2. Successful completion of all sections of the unit-specific PQS that have significantly changed since the date of departure from the last qualifying unit. The command should use the results of the written examination to tailor the unit-specific PQS sections the re-qualifying member is required to complete.

3. Upon successful completion of the written examination and all command-designated PQS sections, the candidate will complete an oral examination administered by the command SCW Qualification Board as described in paragraph 6.

(2) Transfer between different unit types. When an individual transfers between qualifying units of differing types, the individual must comply with the eligibility requirements of paragraph 4 and shall demonstrate a comprehensive knowledge of the unit's overall mission through completion of all items in paragraph 5 with the exception of the following:

(a) Enlisted personnel and officers do not have to re-do the NCF/Seabee 1&C (NAVEDTRA 12543), Seabee Combat Handbook, Volume 1 and 2 (NAVEDTRA 12003/12004, and Naval Safety Supervisor (NAVEDTRA 12971)).

(b) Officers do not have to re-do the NCF Officer NCF PQS Package (reference (g)).

e. Once all requirements have been satisfactorily completed, the qualification shall be annotated in the member's service record as follows:

(1) Appropriate Page 4 entry for completion of PQS.

(2) Page 13 entry as follows: "(Date): Re-qualified in Enlisted/Officer Seabee Combat Warfare (SCW) (unit type) this date."

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(3) The cognizant personnel office of the qualifying command will submit the appropriate Diary Message Reporting System (DMRS) entry at the time of re-qualification.

f. If a member fails the written or oral examination, another examination may be administered at the discretion of the Commanding Officer (for officer candidates) or the Command Master Chief (for enlisted candidates). An individual who fails the second written or oral examination will be required to complete all requirements for initial qualification as listed in paragraph 5.

g. Until the expiration of the 12-month requalification period, the individual is authorized to wear the SCW insignia and no adverse comments relating to warfare requalification shall be entered into the individual's fitness report or evaluation.

h. Failure to re-qualify within 12 months for active duty and 24 months for Selected Reserves will require the individual to remove the SCW insignia from all uniforms and will require the unit to take appropriate action to correct any documentation. As a disqualified member, the individual will fall under the requirements of paragraphs 4 and 5 for initial qualification.

11. Revocation of Qualification

a. The SCW designation may be revoked anytime the Commanding Officer loses confidence in the individual to perform their duties. Items which cause such loss of confidence are subject to the Commanding Officer's discretion, but could include such things as professional incompetence, dereliction of duty, failure to maintain promotable status, conviction at captain's mast or court martial, failure to uphold Navy Core Values, or failure to re-qualify within the time limits specified in paragraph 9. Revocation of the SCW designation will not be taken as a disciplinary action.

b. For officers

(1) The Commanding Officer may recommend revocation of SCW designation when an officer's performance of combat warfare duties is unsatisfactory.

(2) A request for revocation of the SCW designation shall be submitted following the provisions in reference (h).

(3) SCW designation shall be retained until it is revoked by the Chief of Naval Personnel.

(4) A recommendation for disqualification shall not be made in lieu of detachment for cause, nor shall recommendations automatically be included in case of detachment for cause. Disqualification may be considered and recommended coincidentally with a detachment for cause but shall be handled administratively as a separate action by the Chief of Naval Personnel.

(5) Upon revocation, the officer must surrender their SCW certificate to the Commanding Officer.

(6) Upon revocation, the officer's AQD will be removed.

c. For enlisted

(1) Members previously qualified can be disqualified by their current Commanding Officers.

(2) Formal notification of disqualification will be recorded on NAVPERS 1070/613 of the member's service record with specific rationale for disqualification clearly stated, as follows: "(Date) Failed to maintain qualification as a SCW (include specific rationale for disqualification). Member has been informed that as of this date he/she is disqualified and is no longer authorized to wear the SCW insignia."

(3) Once disqualified, the member must surrender their SCW certificate to the Commanding Officer.

d. Once disqualified, the member must request Commanding Officer approval to re-qualify for the SCW designation. All provisions of this instruction must be re-accomplished. Reinstatement will not be granted except as outlined in this paragraph.

e. Revocation of SCW qualification shall have appropriate remarks included in the individual's next fitness report or evaluation.

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12. Waivers. Requests to waive any part of this instruction will be submitted to the Chief of Civil Engineers via the unit's administrative chain of command, including the Commander, FIRST Naval Construction Division.

13. Review

a. As the principal advisor to the Chief of Naval Operations on Seabee Combat Warfare matters, the Director, Fleet Readiness Division, Office of the Chief of Naval Operations (OPNAV N43) is charged with the responsibility for periodic review and updating of this program.

b. The SCW Program Model Manager, the Chief of Civil Engineers, is responsible for the development and the maintenance of references (a) through (g).

14. Form. NAVFAC 1410/2 (8/98), Seabee Combat Warfare Certificate, may be ordered by contacting the Deputy Assistant Chief of Civil Engineers.

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Director

Material Readiness and Logistics

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